

# **EXHIBIT 6**



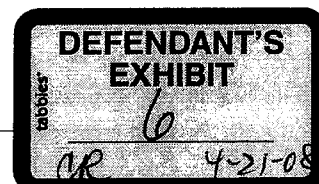
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## H25 PERFORMANCE APPRAISAL - 2006

ID #: 523400

NAME: BRYAN, EDMUND  
H

C.C. 2307





**MEMORIAL SLOAN-KETTERING CANCER CENTER  
POSITION PROFILE/PERFORMANCE APPRAISAL**

This Position Profile/Performance Appraisal is a comprehensive tool designed to contain all information needed to:

- Define a job including responsibilities and requirements
- Define the level of performance required to meet the expectations for carrying out these responsibilities
- Define the level of performance required to exhibit the Center's Core Competencies
- Appraise an individual's performance against the defined requirements

This document replaces the job description, performance standards, and performance appraisal form.

|   |  |
|---|--|
| <b>Division (5 char):</b> <u>HA000</u>                  | <b>Cost Center #:</b> <u>23070</u>                             |
| <b>T/O # (s):</b> <u>Various</u>                        | <b>Salary Grade:</b> <u>S 21</u>                               |
| <b>Job Title:</b> <u>Central Proc Tech I/ II</u>        |  |
| <b>Dept. Name:</b> <u>Central Processing Department</u> | <b>JCC#:</b> <u>002434 (Tech I)</u><br><u>002435 (Tech II)</u> |
| <b>Prepared By:</b> <u>John L. Meggs</u>                | <b>Date:</b> _____   |
| <b>Administrative Approval:</b> <u>Aileen Killen</u>    | <b>Date:</b> _____   |
| <b>Human Resources:</b> <u>Blythe Silberman</u>         | <b>Date:</b> _____   |
| <b>Exempt:</b> _____ <b>Non-Exempt:</b> <u>X</u>        |  |
| <b>Reports To:</b> <u>Supv, Cntrl Procsng Dept</u>      | <u>23070/3384</u>  |
| <i>Title of Immediate Supervisor</i>                    | <i>Cost Center; T/O#</i>                                       |

**Main Function:**

To decontaminate, package, and sterilize reusable hospital surgical instrumentation and equipment as per established hospital and departmental guidelines.

Employee: EDMOND BRYAN ID: 52340 Review Date: 2006

**JOB RESPONSIBILITIES/PERFORMANCE EXPECTATIONS****Responsibility 1: INFECTION CONTROL**

Practices proper safety guidelines per department guidelines in the decontamination area and complies with hospital and department Infection Control practices.

Percent of Time: 20%      Level of Importance: Critical      Transferability/Permanence: P

**Performance Expectations:**

- Changes detergents/ lubricants as needed for cart washers, tunnel washers, and utensil washers.
- Changes large sink solution when large amounts of bioburden are visible or solution is cloudy.
- Tests all flexible scopes for leaks as per established guidelines; if test fails, take scope out of service.
- Removes and cleans all drains of locking arrows, data cards, and other debris from tunnel washers, utensil washers, cart washers, ultrasonic washers, and sinks on a daily basis.
- Scans all case carts, scopes, IVAC pumps and instrument sets into instrument tracking system immediately upon removal from dumb waiter or receipt from GI Clinic, Head & Neck and SDH.
- Disassembles all surgical instruments (e.g., endoscopic, laparoscopic) when hand washing instruments and checks to make sure that no bioburden is present before passing through to the Prep & Pack area.
- Opens all surgical instruments on surgical sets to expose box locks and serrated edges before placing in tunnel washers.
- Changes gloves when they are punctured, worn or dirty and upon leaving decontamination area.
- Washes hands using antiseptic soap upon changing gloves.
- Removes all protective clothing and equipment and disposes appropriately within decontamination area before leaving.
- Checks dumb waiter for dirty case carts and takes to decontamination
- Washes IV pumps, IVACs, commodes, soiled carts, mats and any other soiled non-disposable items on receipt.
- Places all baskets in designated area, arranges supplies on shelves and discards of all soiled linen.
- Cleans up work areas and empties all linen bags at the end of shift.

Weight: 20%

|   |  |  |  |  |
|---|--|--|--|--|
| 1<br>Significantly fails<br>to meet<br>requirements | 2<br>Inconsistently<br>meets<br>requirements | 3 <input checked="" type="checkbox"/><br>Consistently<br>meets<br>requirements | 4<br>Consistently<br>exceeds<br>requirements | 5<br>Performance<br>results in<br>substantial impact |
|---|--|--|--|--|

Comments:

Development Activity (if applicable):

\* See last page for complete description of rating scale.

Central Sterile Technician  
Central Processing Department

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### JOB RESPONSIBILITIES/PERFORMANCE EXPECTATIONS

|  |   |   |   |   |
|--|---|---|---|---|
| <b>Responsibility 2: ASSEMBLY &amp; PACKAGING</b>  |   |   |   |   |
| <b>Inspects and prepares instrumentation and equipment during assembly and packaging.</b>  |   |   |   |   |
| Percent of Time: 20%   |   | Level of Importance: Critical   |   | Transferability/Permanence: P                               |
| <b>Performance Expectations:</b>   |   |   |   |   |
| <ul style="list-style-type: none"> <li>➤ Inspects instruments from washer-decontaminator for cleanliness (i.e. free of all visible soil and waste) and workability (e.g. physical damage, proper operation, all parts accounted for).</li> <li>➤ Scans all scopes, instrument sets and other barcode items before and after assembling to the instrument tracking system</li> <li>➤ Checks instruments for tips alignment, broken box locks, sharpness, bioburden, frayed cords, etc.</li> <li>➤ Takes appropriate action if instruments do not pass inspection (e.g. returns to decontamination, replaces item if available, places item in repair basket).</li> <li>➤ Assembles sets of instruments according to user department specifications; always includes chemical indicator.</li> <li>➤ Checks for completeness of instrument sets and records all items in set on appropriate count sheet.               <ul style="list-style-type: none"> <li>➤ Checks for department specified chemical indicator &amp; sterilization tape.</li> <li>➤ Checks that appropriate locks are being used (orange for steam, green for ETO).</li> <li>➤ Checks that filters are secured &amp; properly aligned.</li> <li>➤ Checks that correct count sheet is placed in container.</li> </ul> </li> <li>➤ Adds missing items when identified; notifies Lead Tech/Supervisor if item is not available, notes missing item, initials and dates count sheet and places second count sheet in "missing item" box.</li> <li>➤ Brings assembled set and count sheet to designated station for packaging.</li> <li>➤ Uses appropriate instrument container by checking that the inner basket tag matches the outside container and making sure the container is dry before wrapping or locking.</li> <li>➤ Packages assembled sets appropriately (e.g. pull pouch, sterilization wrap, Aesculap/Genesis containers) assuring that all filters, chemical indicators, and arrows are in place.</li> <li>➤ Labels assembled and packaged sets completely; includes sterilization load number, date of sterilization, sterilizer machine number, and date of expiration.</li> <li>➤ Packages all "loosie" instruments per department guidelines.</li> <li>➤ Checks ETO sterilizers and removes load as necessary; runs load as needed.</li> <li>➤ Checks and assembles, as per Code Committee guidelines, all Emergency carts on a daily basis, including weekends.</li> <li>➤ Assists with the picking of 3<sup>rd</sup>, 4<sup>th</sup>, &amp; 5<sup>th</sup> cases, if working a weekend shift.</li> </ul> |   |   |   |   |
|  |   |   |   | <b>Weight: 20%</b>  |
| 1 _____<br><b>Significantly fails to meet requirements</b>   | 2 _____<br><b>Inconsistently meets requirements</b> | 3 <input checked="" type="checkbox"/> _____<br><b>Consistently meets requirements</b> | 4 _____<br><b>Consistently exceeds requirements</b> | 5 _____<br><b>Performance results in substantial impact</b> |
| <b>Comments:</b>   |   |   |   |   |
| <b>Development Activity (if applicable):</b>   |   |   |   |   |

## JOB RESPONSIBILITIES/PERFORMANCE EXPECTATIONS

|  |  |  |  |  |
|--|--|--|--|--|
| <b>Responsibility 3: STERILIZATION</b>   |  |  |  |  |
| Selects appropriate sterilization mode, sterilizes items, and verifies established departmental/AAMI Standards for sterilization.  |  |  |  |  |
| Percent of Time: 20%   |  | Level of Importance: Critical                |  | Transferability/Permanence: P                    |
| <b>Performance Expectations:</b> <ul style="list-style-type: none"> <li>➤ Scans all items being sterilized into the instrument tracking system.</li> <li>➤ Selects appropriate sterilization mode (e.g. high vacuum steam, gravity displacement steam, ethylene oxide) for each item; considers type of item.</li> <li>➤ Selects appropriate sterilization time, temperature, and drying time for each item; considers type of item.</li> <li>➤ Uses a biological test during sterilization for all implants.</li> <li>➤ Asks charge person which method to use when item is new or unfamiliar.</li> <li>➤ Performs sterilization procedures completely per department guidelines.</li> <li>➤ Verifies that sterilization log number corresponds with sterilizer and places on Supervisor's desk.</li> <li>➤ Attaches "exposed" indicator strip to sterilization log.</li> <li>➤ Observes all quarantine protocols and records results on sterilization log.</li> <li>➤ Proofreads all sterilization printouts to ensure sterilization parameters were met; notifies charge person/supervisor if parameters were not met; obtains second signature as required by departmental policies.</li> <li>➤ Changes paper roll as needed.</li> <li>➤ Changes label settings as required on a day-to-day basis, checks to make sure that the month, date, sterilizer number, and load number correspond to the appropriate times.</li> <li>➤ Ensures a proper cool-down period (at least 20 minutes) before placing items into sterile storage or transporting to the Operating Room Clean Core.</li> <li>➤ Tests scopes for leaks, checks containers for cleanliness and repackages all flexible scopes in appropriate containers; matching serial number of scope and container.</li> <li>➤ Ensures that the correct scope/s are returned to right location/s, eg: GI, OR, M14, Head &amp; Neck, Suffolk/Commack, Radiation/Oncology and Anesthesia areas</li> <li>➤ Scans into the instrument tracking system all items to Sterile Storage when appropriate.</li> <li>➤ Attaches ETO cap on all scopes during preparation for ETO sterilization.</li> <li>➤ Check sterilizers located in the Main OR/SDH to ensure proper working conditions.</li> </ul> |  |  |  |  |
|  |  |  |  | <b>Weight: 20%</b>                               |
| <b>1</b>   | <b>2</b>                                 | <b>3</b> <input checked="" type="checkbox"/> | <b>4</b>                                 | <b>5</b>   |
| <b>Significantly fails to meet requirements</b>  | <b>Inconsistently meets requirements</b> | <b>Consistently meets requirements</b>       | <b>Consistently exceeds requirements</b> | <b>Performance results in substantial impact</b> |
| Comments:  |  |  |  |  |
| Development Activity (if applicable):  |  |  |  |  |

**JOB RESPONSIBILITIES/PERFORMANCE EXPECTATIONS**

|   |   |   |   |   |
|---|---|---|---|---|
| <b>Responsibility 4: STORAGE.</b>   |   |   |   |   |
| Follows department guidelines and procedures for proper cool down, storage, and rotation of supplies.   |   |   |   |   |
| Percent of Time: 15%  |   | Level of Importance: Critical                 |   | Transferability/Permanence: P                         |
| <b>Performance Expectations:</b> <ul style="list-style-type: none"> <li>➤ Inspects all sterilized packages thoroughly before storing; assures that package is dry, has no punctures or tears, and that the chemical indicator shows exposure; takes appropriate action if package does not pass inspection (e.g. places in designated area for resterilization or disposal).</li> <li>➤ Stores items in clean room designated pre-labeled space according to place of distribution and type of item; stores all like items together; never stores items on floor.</li> <li>➤ Stores oldest items up front / on top.</li> <li>➤ Stores peel pouch items in appropriate container; allows enough room between each package to assure packages do not get crushed; checks condition of packages weekly and removes any crushed packages.</li> <li>➤ Replenishes all bins of soft goods in Sterile Storage area for next shift.</li> <li>➤ Checks shelves daily for misplaced items; if misplaced, puts item in appropriate place.</li> <li>➤ Places General Stores stocks on labeled shelves.</li> <li>➤ Keeps work area neat, tidy, and dust free.</li> </ul> |   |   |   |   |
|   |   |   |   | <b>Weight: 15%</b>                                    |
| <b>1</b><br>Significantly fails to meet requirements  | <b>2</b><br>Inconsistently meets requirements | <b>3</b> ✓<br>Consistently meets requirements | <b>4</b><br>Consistently exceeds requirements | <b>5</b><br>Performance results in substantial impact |
| Comments:   |   |   |   |   |
| Development Activity (if applicable):   |   |   |   |   |



### JOB RESPONSIBILITIES/PERFORMANCE EXPECTATIONS

|   |  |  |  |  |
|---|--|--|--|--|
| <b>Responsibility 5: DISTRIBUTION</b>   |  |  |  |  |
| Distributes items upon request to user areas completing appropriate documentation.  |  |  |  |  |
| Percent of Time: 15%  |  | Level of Importance: Critical  |  | Transferability/Permanence: P                  |
| <b>Performance Expectations:</b> <ul style="list-style-type: none"> <li>&gt; Fills requests completely and accurately per user department specifications; includes all items requested in correct numbers.</li> <li>&gt; Scans all items to correct destination (e.g., Sterile Storage, OR Suites, Clean Core area and Case Carts) using the instrument tracking system or appropriate logbooks.</li> <li>&gt; Rotates all sterilized items; (instrument sets, peel pouches), looks for any compromise in the packaging (e.g. tears, unsterile indicators, unsealed openings) before sending to main operating room/ SDH or any other area requesting sterilized items.</li> <li>&gt; Uses complete sets for distribution; informs Clean Core staff when a set is "incomplete."</li> <li>&gt; Checks all filled requests for accuracy (e.g. item and amount) against user department specification before request leaves distribution area.</li> <li>&gt; Distributes requests via appropriate means (e.g., via dumbwaiter to O.R., via Distribution to patient floor treatment rooms, in clinical cage for outpatient departments).</li> <li>&gt; Assembles supplies &amp; delivers to distribution for Nursing Units and Clinics.</li> <li>&gt; Maintains "Case Complete" logbook, identifying O.R. Suite #, Case Cart #, Surgeon's name, date and surgical procedure(s) count sheet #(s); assures information is consistent with O.R. schedule.</li> </ul> |  |  |  |  |
|   |  |  |  | <b>Weight: 15%</b>                             |
| 1<br>Significantly fails to meet requirements   | 2<br>Inconsistently meets requirements | 3 <input checked="" type="checkbox"/><br>Consistently meets requirements | 4<br>Consistently exceeds requirements | 5<br>Performance results in substantial impact |
| Comments:   |  |  |  |  |
| Development Activity (if applicable):   |  |  |  |  |



### JOB RESPONSIBILITIES/PERFORMANCE EXPECTATIONS

|   |   |   |   |   |
|---|---|---|---|---|
| <b>Responsibility 6: Inventory Management</b>   |   |   |   |   |
| <b>Manages inventory appropriately.</b>   |   |   |   |   |
| Percent of Time: 10%  | Level of Importance: Major                                | Transferability/Permanence: P   |   |   |
| <b>Performance Expectations:</b> <ul style="list-style-type: none"> <li>➤ Informs Supervisor/ Lead Technician when inventories are being depleted and in need of replacements before the last item(s) are used.</li> <li>➤ Minimizes waste of disposable items, such as work gloves, gowns, boots, etc.</li> <li>➤ Adheres to manufacturers specifications when diluting cleaning solutions.</li> <li>➤ Prioritizes Clinic and Operating Room scopes and trays to ensure availability.</li> </ul> |   |   |   |   |
|   |   |   |   | <b>Weight: 10%</b>  |
| <b>1</b> _____<br>Significantly fails<br>to meet<br>requirements  | <b>2</b> _____<br>Inconsistently<br>meets<br>requirements | <b>3</b> <input checked="" type="checkbox"/> _____<br>Consistently<br>meets<br>requirements | <b>4</b> _____<br>Consistently<br>exceeds<br>requirements | <b>5</b> _____<br>Performance<br>results in<br>substantial impact |
| <b>Comments:</b>  |   |   |   |   |
| <b>Development Activity (if applicable):</b>  |   |   |   |   |

Central Sterile Technician  
Central Processing Department

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## CORE COMPETENCIES/KEY BEHAVIORS

|  |  |  |  |  |
|--|--|--|--|--|
| <p><b>1. Service:</b> Treats those individuals (e.g., patient/family, client, Center employee) who depend on the quality, accuracy and timeliness of the work as unique individuals in a respectful, courteous manner, and focuses on understanding and meeting their needs.</p>   |  |  |  |  |
| <p><b>Key Behaviors:</b></p> <ul style="list-style-type: none"> <li>➤ Addresses individuals by name and utilizes relevant information in every interaction to create strong relationships.</li> <li>➤ Demonstrates positive regard for individuals by maintaining an approachable demeanor (e.g., smiles appropriately, offers help to those who seem lost, willing to answer questions).</li> <li>➤ Delivers services to the right place at the right time.</li> <li>➤ Places the needs and convenience of service recipients before own.</li> <li>➤ Anticipates service recipient's needs and attempts to fulfill them.</li> <li>➤ Considers the impact on others when carrying out tasks and acts accordingly.</li> <li>➤ Demonstrates flexibility in order to satisfy the service recipient.</li> <li>➤ Keeps promises and commitments to service recipients.</li> <li>➤ Researches/finds answers to questions that cannot be answered immediately and gets back to individual(s) with answer.</li> <li>➤ Uses knowledge of services to ascertain what is possible to deliver to others and only promises what is possible to deliver.</li> <li>➤ Continuously seeks to improve service processes, standards, and objectives.</li> </ul> |  |  |  |  |
|  |  |  |  | Weight: 15%  |
| 1 _____<br>Significantly fails to demonstrate behaviors  | 2 <input checked="" type="checkbox"/><br>Inconsistently demonstrates behaviors | 3 _____<br>Consistently demonstrates behaviors | 4 _____<br>Consistently exceeds required behaviors | 5 _____<br>Performance results in substantial impact |
| <p>Comments:</p> <p>MR BRYAN DOES NOT CONSIDER THE IMPACT HE HAS BY NOT MAINTAINING AN APPROACHABLE DEMEANOR.</p>  |  |  |  |  |
| <p>Development Activity (if applicable):</p>   |  |  |  |  |

\* See last page for complete description of rating scale.

## CORE COMPETENCIES/KEY BEHAVIORS

**2. Teamwork:** Works collaboratively with others to accomplish departmental and organizational goals.

**Performance Expectations:**

- Cooperates with all department staff in working towards departmental goals and objectives.
- Steps forward and helps co-workers when something must get done.
- Respects diversity/cultural differences.
- Changes focus and direction to meet the workload priorities of the department.
- Rebounds from conflicts with others and maintains a productive working relationship.
- Carries full weight when working with others to ensure a shared effort in the outcome.
- Attends all scheduled and impromptu departmental meetings promptly, and actively participates to accomplish team goals; provides reason for non-attendance and follows up to learn what transpired during meeting.
- Cooperates with coworkers and staff in other departments in sharing accurate information.
- Demonstrates flexibility to function as part of a team by complying with changes in routine without continuous supervision, adjusting to peak workload and completing priority assignments promptly.
- Follows through on recommendations for improved job performance; accepts and incorporates feedback on performance.
- Provides notifications for absences and vacation requests according to established guidelines.
- Notifies Supervisor/ Lead Technician on breakdown of equipment or other problems in the area workflow.

Weight: 20%

|   |  |  |  |  |
|---|--|--|--|--|
| 1 _____<br>Significantly fails<br>to demonstrate<br>behaviors | 2 <input checked="" type="checkbox"/><br>Inconsistently<br>demonstrates<br>behaviors | 3 _____<br>Consistently<br>demonstrates<br>behaviors | 4 _____<br>Consistently<br>exceeds required<br>behaviors | 5 _____<br>Performance<br>results in<br>substantial impact |
|---|--|--|--|--|

**Comments:**

EDMUND IS NOT A TEAM WORKER HE DOES NOT  
TALK TO OTHER STAFF AND CONSTANTLY CHANGES  
DEPT PROCEDURE.

Development Activity (if applicable):

## CORE COMPETENCIES/KEY BEHAVIORS

**3. Communication: Gives and receives information with professionalism and respect in order to promote a shared understanding.****Performance Expectations:**

- Provides information in a clear, concise, organized manner; ensures the main points of the communication are emphasized; presents one idea at a time.
- Provides a level of detail that is appropriate to the listener(s) and the circumstance(s).
- Solicits feedback from others to ensure their understanding of communications.
- Uses active questioning techniques (e.g., open-ended, close-ended, probing) to obtain additional needed information to ensure complete understanding of situation before providing information and/or choosing a course of action; uses questions that prevent the receipt of biased information.
- Listens objectively; avoids making assumptions; avoids letting past experiences with an individual interfere in the listening process.
- Demonstrates courtesy and respect for others at all times (e.g., allows others to finish speaking before beginning to speak, keeps an even tone of voice, requests assistance from others).
- Uses nonverbal behavior to match and support verbal message (e.g., makes eye contact, maintains even rate of speech and inflection).
- Requests clarification from speaker if verbal and nonverbal communications do not match.
- Maintains a calm, professional manner; keeps composure under stressful conditions by considering context in which events occur and statements made.
- Answers all telephone calls on the second or third ring, identifying you, organization, and department.
- Communicates a professional image through the use of appropriate nonverbal behavior and proper attire (e.g., follows dress code); displays MSKCC ID badge at all times.
- Always respects confidentiality by giving information to those individuals who are authorized and have a need to know.
- Notifies Supervisor/Lead Technician when leaving the work area for any extended period of time.

Weight:15%

|   |  |  |  |  |
|---|--|--|--|--|
| 1<br>Significantly fails to demonstrate behaviors | 2 <input checked="" type="checkbox"/><br>Inconsistently demonstrates behaviors | 3<br>Consistently demonstrates behaviors | 4<br>Consistently exceeds required behaviors | 5<br>Performance results in substantial impact |
|---|--|--|--|--|

**Comments:**

EDMUND IS VERY PERSONAL AND VERY UNPROFESSIONAL IN COMMUNICATING TO OTHER STAFF, AND THERE ARE TIMES WHEN HE IS OVERLY FRIENDLY.

**Development Activity (if applicable):**

## CORE COMPETENCIES/KEY BEHAVIORS

|   |  |  |  |  |
|---|--|--|--|--|
| <b>4. Judgment:</b> Responds to issues with a systematic, problem-solving approach (i.e., gathering information and weighing strengths of various solutions) to anticipate, accurately assess, and resolve issues and problems.   |  |  |  |  |
| <b>Key Behaviors:</b> <ul style="list-style-type: none"> <li>➤ Asks questions or verifies information when not sure; does not make assumptions if unsure or unclear.</li> <li>➤ Directs efforts to what most needs attention by considering what's important and to whom, and number of people affected.</li> <li>➤ Seeks additional help to solve problems or complete tasks as necessary (e.g., due to lack of job knowledge, unavailability of best resource, unsure of or unclear about appropriate next step).</li> <li>➤ Follows established department guidelines and Center protocols in urgent situations and follows-up by notifying supervisor when necessary.</li> <li>➤ Applies existing rules and procedures to guide actions and decisions.</li> </ul> |  |  |  |  |
|   |  |  |  | <b>Weight: 15%</b>                             |
| 1<br>Significantly fails to demonstrate behaviors   | 2 <input checked="" type="checkbox"/><br>Inconsistently demonstrates behaviors | 3<br>Consistently demonstrates behaviors | 4<br>Consistently exceeds required behaviors | 5<br>Performance results in substantial impact |
| <b>Comments:</b><br>MR. BRYAN HAS HAD A PROBLEM FOLLOWING DEPARTMENT GUIDELINES. DOES NOT SHOW GOOD JUDGEMENT BY TAKING TOO LONG TO ASSEMBLY A TRAY.  |  |  |  |  |
| <b>Development Activity (if applicable):</b>  |  |  |  |  |

## CORE COMPETENCIES/KEY BEHAVIORS

|   |  |  |  |  |
|---|--|--|--|--|
| <b>5. Initiative:</b> Originates and follows through with a plan of action or task appropriate to meeting the needs of the situation (e.g., patient, team, organization, problem).  |  |  |  |  |
| <b>Key Behaviors:</b> <ul style="list-style-type: none"> <li>➤ Demonstrates a willingness to try new assignments. Adapts to changing environment (e.g., new time schedules or changes in job responsibilities).</li> <li>➤ Identifies what needs to be done to complete a job and does it.</li> <li>➤ Uses time that becomes available to make progress on or complete pending tasks.</li> <li>➤ Works to resolve routine problems independently.</li> <li>➤ Works steadily at unpleasant or routine tasks until they are completed.</li> <li>➤ Completes assignments without being prompted or reminded.</li> <li>➤ Is open to new ideas from various sources and looks for/suggests ways to implement them.</li> <li>➤ Takes advantage of opportunities to apply new skills.</li> </ul> |  |  |  |  |
|   |  |  |  | Weight: 15%                                    |
| 1<br>Significantly fails to demonstrate behaviors   | 2 <input checked="" type="checkbox"/><br>Inconsistently demonstrates behaviors | 3<br>Consistently demonstrates behaviors | 4<br>Consistently exceeds required behaviors | 5<br>Performance results in substantial impact |
| Comments:<br>MR BRYAN DOES NOT SHOW ANY INITIATIVE IN THE DEPARTMENTS EVERY DAY ROUTINES.   |  |  |  |  |
| Development Activity (if applicable):   |  |  |  |  |